

The grievance shall be filed on the mutually agreed upon grievance form which shall contain the following information:

- Name and position of the aggrieved employee;
- A statement of the grievance and the facts involved, including relevant dates;
- A reference to the applicable provisions of the Board Policy, if any;
- The corrective action requested;
- Signature of the aggrieved employee; and,
- Date and time submitted.

#### **4.7 Joint Grievance Meeting**

- A. Once each month, the Labor Relations Associate, and any other representative(s) of BCPSS that the CEO and/or Board may find appropriate, shall meet with the Union President(s) to discuss specific grievances which are pending at Steps 3, 4, & 5.
- B. Should it become apparent at a Joint Grievance Meeting conducted under Sec. 4.7.A. that BCPSS and the Union shall be unable to agree on how a particular grievance is to be resolved, the Union may advance the grievance directly to arbitration at Step 5, without first completing either Step 3 or 4. Notice of an intent to arbitrate a particular grievance that has been discussed shall be given in writing within five (5) days after the Joint Grievance Meeting; if notice is not given, then the grievance shall proceed through the steps of the grievance procedure before being submitted to arbitration.

## **ARTICLE V Compensation and Related Matters**

### **5.1 Compensation**

#### **Wage Rates**

##### **A.**

1. The salary schedules effective July 1, 2022 shall transition on July 1, 2023 to the salary schedules established in Addendum I. Bargaining unit members on the Standard, Model, and Lead Pathways shall retain their existing interval level based on their Achievement Unit accumulations, and/or successful Accelerated Movement or Model Pathway applications. Bargaining unit members on the Professional Pathway shall be placed on either the Professional Pathway or the Advanced Professional Pathway at an interval that is no less than 4% higher than the member's current salaries, inclusive of 1% accruals. All bargaining unit members shall retain their banked Achievement Units.
  - a. Bargaining unit members move from the highest interval on the Professional Pathway to the Advanced Professional Pathway by accumulating 12 AUs. Bargaining unit members that transition from the Professional Pathway to the Advanced Professional Pathway retain their banked Achievement Units. Bargaining Unit members that are currently on interval 15 of the Professional Pathway and have twelve (12) or more banked Achievement Units shall first be placed on the appropriate interval of the new Advanced Professional Pathway based on 5.1.A and then shall receive an interval increase based on their Achievement Unit balance.

They shall retain any Achievement Units that remain after deducting the twelve (12) Achievement Units used for interval movement.

- b. Supplemental salary scales as set forth in Addendum II remain in effect and shall be increased by 4% on July 1, 2023.
  2. Current bargaining unit members employed as of the date of ratification of this Agreement by the Board of School Commissioners shall receive a one-time bonus of \$3,000 for school year 2023-2024.
  3. The parties shall mutually reopen this Agreement for negotiations over matters related to compensation and stipends for fiscal years 2025 and 2026.
  4. The timeline of compensation increases if this Agreement is ratified by the Board of School Commissioners at their February 27, 2024 meeting is follows:
    - a. By March 15, the bonus in paragraph A.2. shall be paid to bargaining unit members in a paycheck separate from their regular scheduled paycheck.
    - b. By April 26, the salary adjustments in this paragraph A. shall be implemented.
    - c. By May 10, payments for salary adjustments retroactive to July 1, 2023, shall be paid to bargaining unit members in a paycheck separate from their regular scheduled paycheck.
  5. As of July 1, 2023, I.E.P. Team Associates and Clinicians shall be paid on the I.E.P. Team Associate pay scale which shall be renamed "ITA/Clinician Pay Scale." Counselors shall be paid on the former Clinicians pay scale which shall be renamed "Counselor Pay Scale."
- B.** It is a goal of the Baltimore City Board of School Commissioners and the BTU to support salary levels for teachers comparable to competitive area districts. Adjustments to the salary schedule for future years shall be determined by the following methods:
1. A list of districts shall be identified and current salary schedules obtained from these districts.
  2. Benchmark positions are the minimum and maximum positions on each lane of the schedule.
  3. The benchmark positions shall be averaged for all districts in the sample.
  4. The Board will cooperate with BTU requests for revenue or expenditure estimates.
  5. Once implemented, the schedule shall remain in effect until modified through subsequent agreements.
- C.** In addition to their annual salary new teachers shall receive \$40 per hour in school year 2023–2024 for required attendance during the orientation week prior to the opening of the school year.

- D.** There shall be no pyramiding of stipend differentials or adjustments to base wages, or salary schedules for any new class or group of employees. For new classes or groups of employees, where more than one rate applies, the highest stipend, differential or adjustment will be paid. This provision will apply in its entirety only to new groups and classes of unit employees.
- E.** Persons transferring from any Paraprofessional Salary Scale to the Teachers' Salary Scale shall be given credit for salary scale placement at the rate of one interval for every two years service as a Paraprofessional with a maximum of five intervals.
- F.** If a bargaining unit member resigns in good standing from BCPSS after at least five (5) years of service and is rehire, that bargaining unit member shall be placed on no lower than the Pathway and Interval that they were on when they left BCPSS service.

## G. New Hire Salary Placement

All new bargaining unit members shall be placed on the proper step of the salary schedule according to their certification, experience, and education, as detailed in the chart below.

Standard Pathway	Bachelor's (years)	Master's (years)	Professional Pathway	Advanced Professional Pathway	Bachelor's (years)	Master's (years)	Ph.D. or Ed.D. (years)
1	0-1		1		10-11	6-7	0-1
2	2-3		2		12-13	8-9	2-3
3	4-5	0-1	3		14-15	10	4-5
4	6-7	2-3	4		16-17	11	6-7
5	8-9	4-5	5		18-19	12	8-9
			6		20+	13	10-11
			7		N/A	14	12-13
			8		N/A	15	14-15
			9		N/A	16	16
			10		N/A	17	17
				1	N/A	18	18
				2	N/A	19	19
				3	N/A	20	20
				4	N/A	21+	21+

## H. Stipend Rate and Summer Pay

All work performed for stipends and summer pay shall be paid at the rate of \$53.18 per hour in fiscal year 2024 and at a “workshop” rate of \$42.54 per hour for attending professional development which is not subject to a different rate as a part of an SBO or MOU. These rates shall be increased for FY23 by the same percentage cost-of-living adjustment (COLA) that is agreed to in paragraph (A)(1) above for FY23 salaries for bargaining unit members.

1. Upon completion of the new Oracle Fusion payroll system, the Board shall make every effort to identify and differentiate stipend payments.

## I. Overnight Compensation

ADDENDUM I

2023 BTU Career Pathway Salary Schedule Effective July 1, 2023					
BASE TEACHER					
Interval	Standard	Professional	Advanced Profession	Model	Lead
1	58895	68837	94362	102269	111352
2	60662	71387	96937	104068	113270
3	62482	73937	99512	105866	115188
4	64357	76487	102087	107664	117105
5	66287	79037	104662	109460	119022
6		81587	107237		
7		84137	109812		
8		86687	112387		
9		89237	114962		
10		91787			

2023 BTU Career Pathway Salary Schedule Effective July 1, 2023					
CALENDAR YEAR ASSOCIATE					
Interval	Standard	Professional	Advanced Profession	Model	*
1	67757	79195	108561	117657	
2	69790	82129	111523	119727	
3	71884	85062	114486	121796	
4	74041	87996	117448	123864	
5	76261	90930	120410	125930	
6		93863	123373		
7		96797	126335		
8		99731	129298		
9		102664	132260		
10		105598			